

# REEMPLOYED ANNUITANTS

## Hired on/after 11-25-03

(For DOD Employees Only)

Hired as a Reemployed Annuitant <u>ON/AFTER</u> 11-25-03:	RETIREMENT COVERAGE	ANNUITY	SALARY	FEHB	FEGLI	TSP
Permanent appt CSRS, Offset & FERS Annuitant  <b>See Note #1 &amp; #2</b>	FICA only, regardless of type of appt	Continues; not eligible for supplemental or redetermined annuity	No offset	May transfer FEHB from OPM to employing agency. If not enrolled as retiree, has 60 days to enroll.	<b>See Note #3</b>	Not eligible to contribute
Term appt CSRS, Offset & FERS Annuitant  <b>See Note #1 &amp; #2</b>	FICA only, regardless of type of appt	Continues; not eligible for supplemental or redetermined annuity	No offset	May transfer FEHB from OPM to employing agency. If not enrolled as retiree, has 60 days to enroll.	<b>See Note #3</b>	Not eligible to contribute
Temp appt NTE 1 year CSRS, Offset & FERS Annuitant  <b>See Note #1 &amp; #2</b>	FICA only, regardless of type of appt	Continues; not eligible for supplemental or redetermined annuity	No offset	May keep FEHB as a retiree with OPM. Not eligible to enroll.	May keep FEGLI as a retiree with OPM. Not eligible to enroll.	Not eligible to contribute

# Discontinued Service Retirement Annuitants

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Hired as a Reemployed Annuitant <u>ON/AFTER</u> 11-25-03:	RETIREMENT COVERAGE ( <b>ELECT RETIREMENT COVERAGE</b> within 90 days of notice) <b>See Note #5</b>	ANNUITY	SALARY	FEHB	FEGLI	TSP
Permanent appt CSRS & Offset DSR Annuitant  <b>See Note #1 &amp; #2</b>	No break: Ret code is 1 – CSRS for CSRS C – CSRS Offset for CSRS Offset Break of > 3 days: Have option to elect FERS	Terminates; will be reinstated after separation, or may be entitled to immediate or deferred annuity	No offset	May enroll in FEHB within 60 days; FEHB coverage stops as an annuitant when annuity terminates	May enroll in FEGLI within 60 days; FEGLI coverage stops as an annuitant when annuity terminates	May elect to contribute <b>IF</b> eligible to participate prior to retirement <b>AND</b> elect to contribute to retirement.
Term appt CSRS & Offset DSR Annuitant  <b>See Note #1 &amp; #2</b>	No break: Ret code is 4 – None for CSRS 2 – FICA for CSRS Offset, unless elect to contribute to retirement Break of > 3 days: Have option to elect FERS	Continues; may be eligible for supplemental or redetermined annuity	Offset by the amount of annuity	FEHB coverage stops as an annuitant; may enroll in FEHB within 60 days	<b>See Note #4</b>	May elect to contribute <b>IF</b> eligible to participate prior to retirement <b>AND</b> elect to contribute to retirement.
Temp appt NTE 1 year CSRS & Offset DSR Annuitant  <b>See Note #1 &amp; #2</b>	No break: Ret code is 4 – None for CSRS 2 – FICA for CSRS Offset, unless elect to contribute to retirement	Continues; may be eligible for supplemental or redetermined annuity	Offset by the amount of annuity	May keep FEHB coverage as a retiree with OPM	May keep FEGLI coverage as a retiree with OPM. Not eligible to enroll <b>UNLESS</b> break is less than 3 days.	May elect to contribute <b>IF</b> eligible to participate prior to retirement <b>AND</b> elect to contribute to retirement.

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Hired as a Reemployed Annuitant <u>ON/AFTER</u> 11-25-03:	RETIREMENT COVERAGE ( <b>ELECT RETIREMENT COVERAGE</b> within 90 days of notice) <b>See Note #5</b>	ANNUITY	SALARY	FEHB	FEGLI	TSP
Permanent appt FERS DSR Annuitant  <b>See Note #1 &amp; #2</b>	FERS	Continues; may be eligible for supplemental or redetermined annuity	Offset by the amount of annuity	May transfer FEHB from OPM to employing agency. If not enrolled as retiree, has 60 days to enroll.	<b>See Note #3</b>	May elect to contribute <b>IF</b> eligible to participate prior to retirement.
Term appt FERS DSR Annuitant  <b>See Note #1 &amp; #2</b>	FERS	Continues; may be eligible for supplemental or redetermined annuity	Offset by the amount of annuity	May transfer FEHB from OPM to employing agency. If not enrolled as retiree, has 60 days to enroll.	<b>See Note #3</b>	May elect to contribute <b>IF</b> eligible to participate prior to retirement.
Temp appt NTE 1 year FERS DSR Annuitant  <b>See Note #1 &amp; #2</b>	FERS	Continues; may be eligible for supplemental or redetermined annuity	Offset by the amount of annuity	May keep FEHB as a retiree with OPM. Not eligible to enroll.	May keep FEGLI as a retiree with OPM. Not eligible to enroll <b>UNLESS</b> break is less than 3 days.	May elect to contribute <b>IF</b> eligible to participate prior to retirement.

**Note #1.** A reemployed annuitant originally hired **BEFORE** 11-25-03 who is CONVERTED to a new appointment **ON/AFTER** 11-25-03 becomes subject to the provisions effective on/after 11-25-03 (i.e. they will no longer be eligible to contribute to a retirement system and will be covered by FICA).

**Note #2.** The following are NOT considered to be reemployed annuitants:

Those retiring on a disability retirement and are found by OPM to be recovered or restored to earning capacity and have their annuity stopped by OPM.

Those retiring on a disability retirement and receiving OWCP benefits in lieu of an annuity from OPM.

**Note #3. Basic, Option A and Option C:** If covered in retirement, coverage as an annuitant will be suspended. Coverage in Basic, Option A and Option C will be automatic as an employee if the reemployed annuitant had that coverage as a retiree. If the annuitant was not **eligible** to continue Basic, Option A, or Option C into retirement, the FEGLI coverage in effect on the date of retirement will be automatically reinstated. If the annuitant is reemployed within 180 days of separation, any existing waiver or declination of coverage will remain in effect. An annuitant who is reemployed after a break of 180 days or more will have 60 days to elect additional FEGLI coverage (Basic, Option A, Option C). If any coverage is waived as an employee, the annuitant will not be able to get the coverage back when separating from the reemployed annuitant position.

**Option B:** A reemployed annuitant can choose to keep Option B as an annuitant, or to have it as an employee. Keeping Option B as an annuitant requires no action. A reemployed annuitant wanting to carry Option B as an employee has 60 days to elect Option B. If the break was more than 180 days, the reemployed annuitant has 60 days to elect Option B if not covered as an annuitant, and/or to increase the number of multiples.

**Note #4. Basic:** Coverage as a retiree will be suspended. Coverage in Basic will be automatic as an employee.

**Option A and Option C:** Coverage as a retiree will be suspended and will be converted as an employee election. An annuitant who is reemployed after a break of more than 180 days or more will have 60 days to elect additional FEGLI coverage (Option A, Option C).

**Option B:** A reemployed annuitant can choose to keep Option B as an annuitant, or to have it as an employee. Keeping Option B as an annuitant requires no action. A reemployed annuitant wanting to carry Option B as an employee has 60 days to elect Option B. If the break was more than 180 days, the reemployed annuitant has 60 days to elect Option B if not covered as an annuitant, and/or to increase the number of multiples.

**Note #5. Discontinued Service Retirement (DSR) Annuitants:** Reemployed annuitants who retired on a DSR have the option of electing to contribute to retirement instead of receiving full annuity and full salary, unless on an intermittent work schedule. Employees on intermittent work schedules are not eligible for FEHB or FEGLI or eligible to participate in a retirement system.